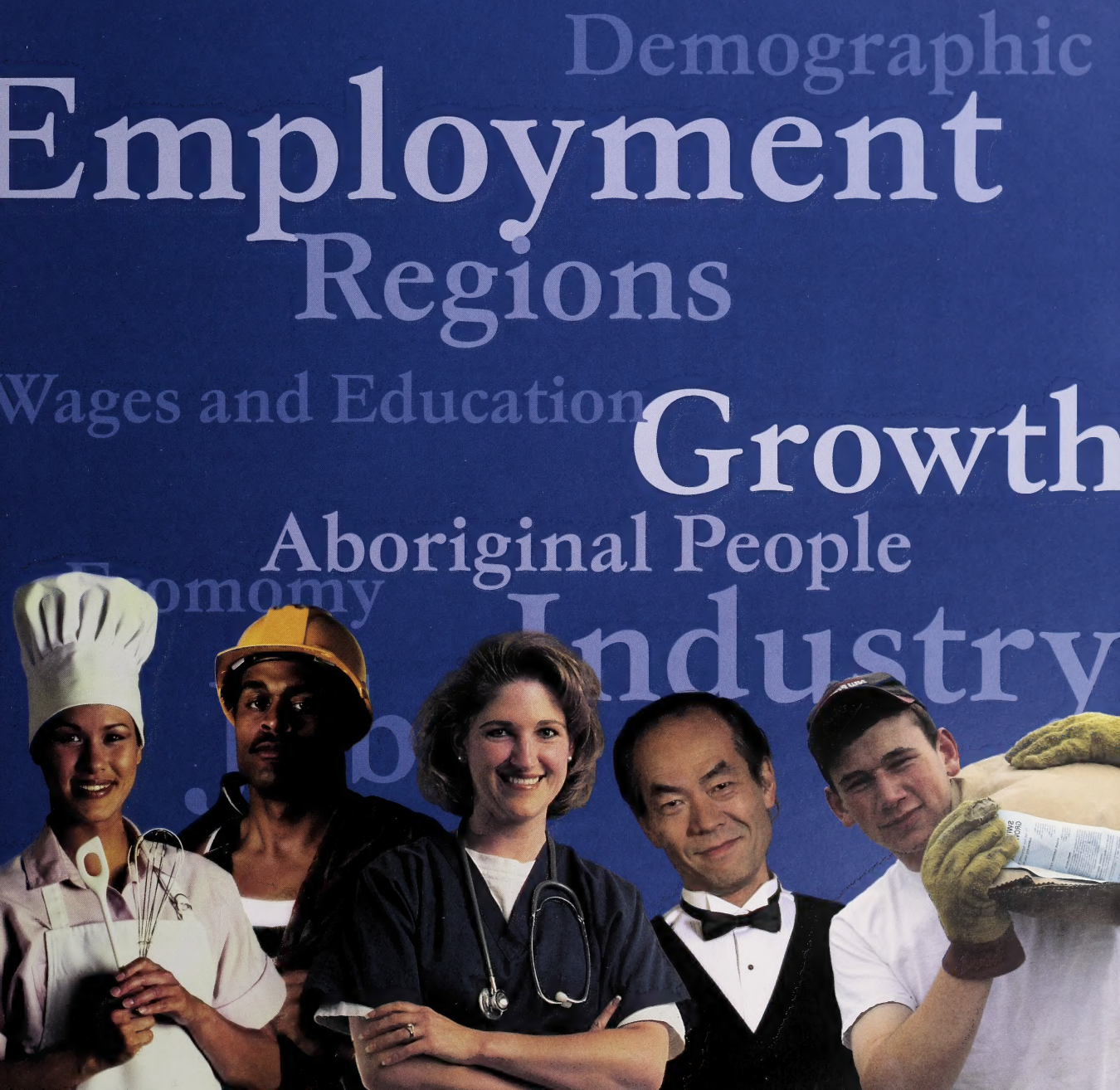


2004 Annual Alberta Labour Market Review



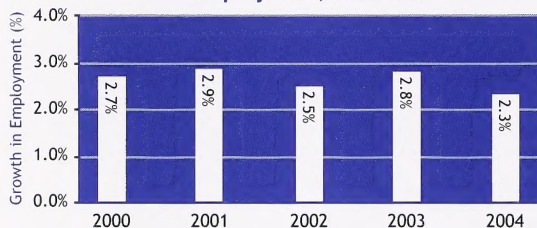
Employment

Albertans Created Thousands of Jobs in 2004

In 2004, employment in Alberta grew by 40,000 jobs, or 2.3%. This represents a solid year of job gains. Full-time positions in Alberta showed a significant increase of 31,700 new jobs while part-time jobs had a smaller increase of 8,300.

Employment in Alberta stood at 1,757,900 as of 2004. For the country as a whole, 15,949,700 Canadians were employed, an increase of 284,600 (+1.8%) in 2004.

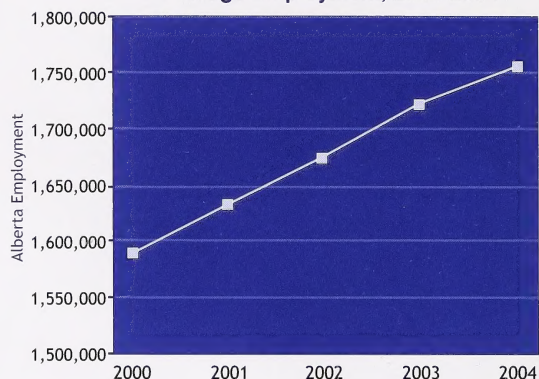
Alberta Annual Average Growth in Employment, 2000-2004



Data Source: Statistics Canada, Labour Force Survey

Between 2000 and 2004, the number of people employed in Alberta grew from 1,583,600 to 1,757,900. This represents an increase in employment of 174,300 for the province over the last four years.

Alberta Annual Average Employment, 2000-2004

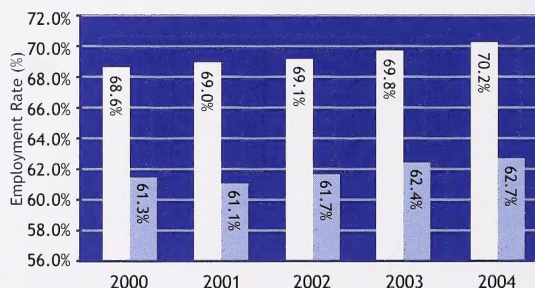


Data Source: Statistics Canada, Labour Force Survey

— Alberta

Once again, Alberta had the highest employment rate of all Canadian provinces. Alberta's 2004 rate of 70.2% exceeded the national rate of 62.7%.

Alberta and Canada Employment Rates, 2000-2004



Data Source: Statistics Canada, Labour Force Survey

□ Alberta
■ Canada

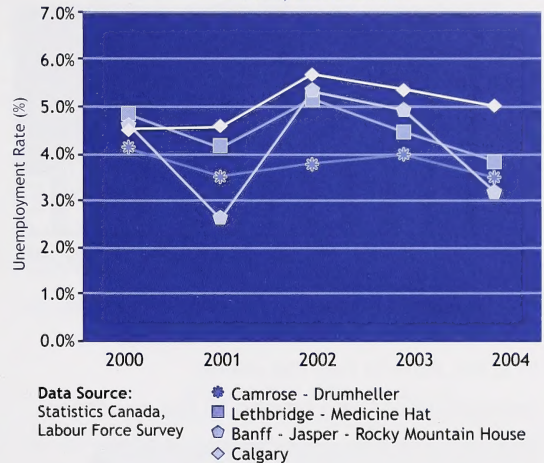
The employment rate measures the number of people employed out of the working age population (15+).

Banff - Jasper - Rocky Mountain House Region Records Lowest Unemployment Rates in the Province

The two regions with the lowest unemployment rates were: Banff - Jasper - Rocky Mountain House (+3.3%) and Camrose - Drumheller (+3.5%). In the Edmonton region, the 2004 unemployment rate was 4.8% and in the Calgary region, it was 5.0%.

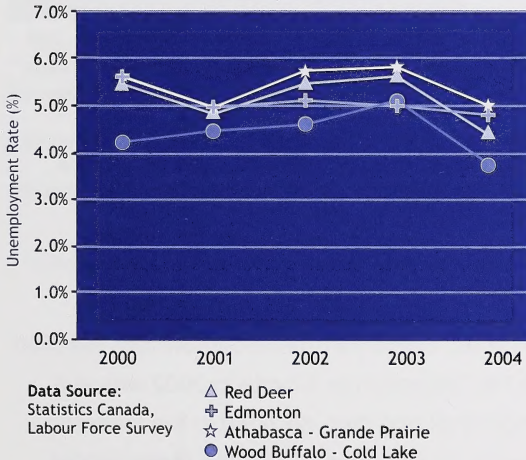
The Banff - Jasper - Rocky Mountain House region saw the largest decrease in its unemployment rate with a 1.6 percentage point decrease in 2004. This region rebounded from the previous two years, partly due to an increase of 105,754 in international travellers to Alberta from January to November 2004.

Southern Economic Region Unemployment Rates, 2000-2004



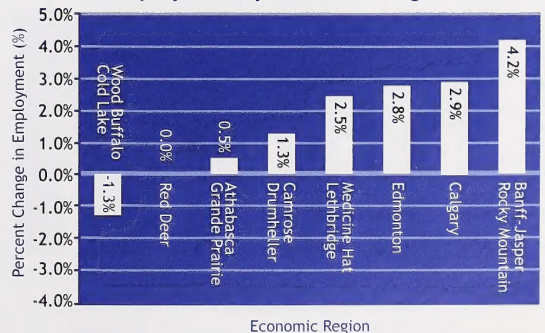
One possible reason for the employment decrease in the Wood Buffalo - Cold Lake region is the tendency of workers to move temporarily to the region to work but live in employer-sponsored camps. They are not captured in the Labour Force Survey in the Wood Buffalo - Cold Lake region as they do not have a permanent residence in the region.

Northern Economic Region Unemployment Rates, 2000-2004



The region with the largest percentage increase in employment was the Banff - Jasper - Rocky Mountain House region, where employment grew by 4.2% in 2004. Calgary had the second highest percent increase in employment for 2004 at 2.9%.

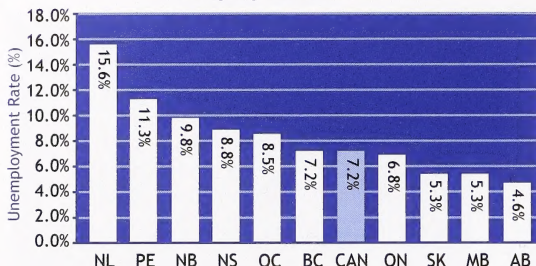
Percent Change in Employment by Economic Region, 2004



Unemployment

Alberta Posted the Lowest Unemployment Rate in the Country

Provincial and National Unemployment Rates, 2004

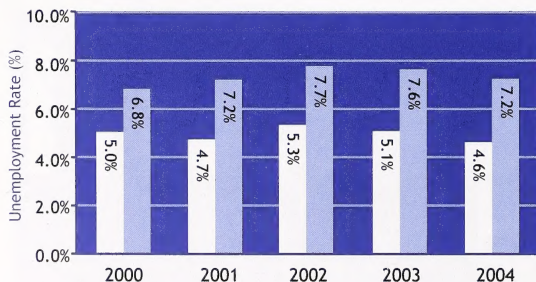


Data Source: Statistics Canada, Labour Force Survey

In 2004, Alberta had the lowest unemployment rate among all the provinces. The last time this occurred was in 2001. Alberta's rate (+4.6%) was followed by Manitoba and Saskatchewan (+5.3%).

Seven other provinces in Canada also experienced a decrease in their 2004 rate: British Columbia; Saskatchewan; Ontario; Québec; New Brunswick; Nova Scotia and Newfoundland and Labrador.

Alberta and Canada Unemployment Rates, 2000-2004

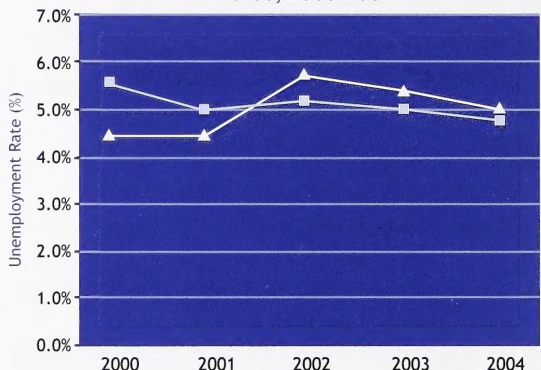


Data Source: Statistics Canada, Labour Force Survey

□ Alberta
■ Canada

Comparing Alberta's two largest cities, Edmonton had a slightly lower unemployment rate (+4.8%) than Calgary (+5.0%). Calgary had a decrease of 0.4 percentage points from its 2003 rate and Edmonton had a decrease of 0.2 percentage points.

Calgary and Edmonton Unemployment Rates, 2000-2004



Data Source: Statistics Canada, Labour Force Survey

—△— Calgary
—□— Edmonton

The unemployment rate measures the number of people unemployed out of the labour force (the labour force includes both those that are employed and unemployed).

The graph above provides the rates for the Census Metropolitan Area, which is different than the Economic Region.

In 2002, Calgary's unemployment rate reached 5.7%. Migration to Alberta in 2002 was at a high level and then declined in the following years. In that year, there were more people moving to Alberta and looking for a job.

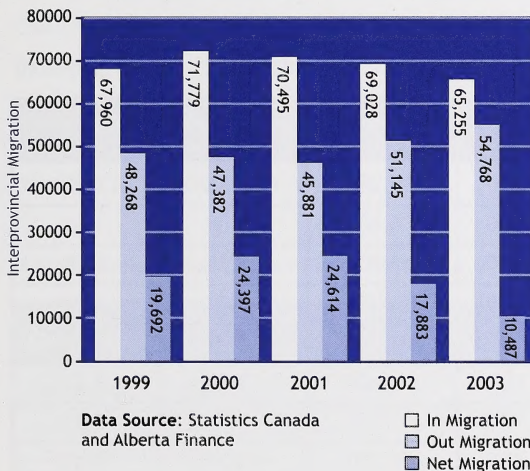
Steady Population Growth

Alberta gained 22,395 people through migration in 2003. It was close to an even split between other Canadians and people from other countries moving to Alberta. Immigration accounted for 53.2% of Alberta's net migration and 46.8% was the result of interprovincial migration.

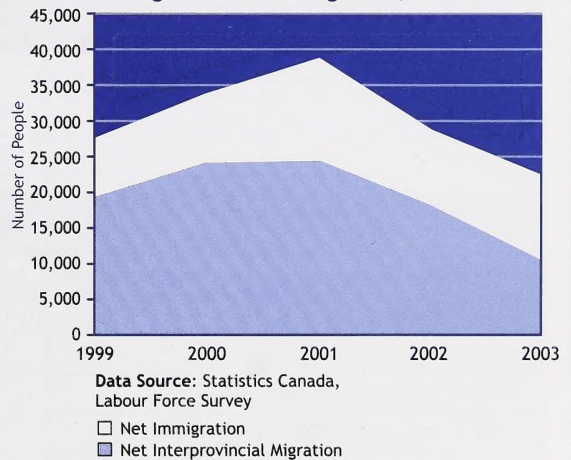
In a five-year period (1999-2003), Alberta recorded its lowest migration level in 2003. The year with the second lowest level of net migration was 1999 at 27,793.

Part of the reason for the lower 2003 net migration figure was that the Interprovincial Out Migration (those moving away from Alberta to another province) reached its highest level in the last five years at 54,768.

Alberta Interprovincial Migration, 1999-2003



Alberta Net Interprovincial Migration and Immigration, 1999-2003



The graph above shows the relative levels of net immigration and net interprovincial migration. In recent years, immigration accounted for a larger amount of the overall net migration to Alberta.

Industries

Construction Industry Boom in 2004

The Goods-Producing industries in Alberta had more job growth than the Services-Producing industries. Their respective employment gains in 2004 were 25,000 and 15,200.

The following industries led the way in employment gains: Construction, 15,700; Crude Oil, Natural Gas and Mining, 10,300 and Retail Trade, 10,300.

The top three industries with the largest percent change in employment were: Construction, 10.8%; Crude Oil, Natural Gas and Mining, 10.7% and Finance, Insurance, Real Estate and Leasing, 5.6%.

The table below reports the number of people employed in 2004, the actual change and percent change in employment and the unemployment rate for each industry.

Alberta Industry Labour Force Statistics, 2004

Industry	2004 Employment	Change in Employment	Percent Change in Employment	Unemployment Rate
Retail Trade	203,000	10,300	5.3%	3.9%
Health Care and Social Assistance	163,200	4,800	3.0%	1.6%
Construction	161,100	15,700	10.8%	6.0%
Manufacturing	144,100	(1,200)	-0.8%	4.3%
Accommodation and Food Services	124,200	1,700	1.4%	4.6%
Professional, Scientific and Technical Services	120,500	1,600	1.3%	3.2%
Educational Services	109,100	(1,500)	-1.4%	3.2%
Crude Oil, Natural Gas and Mining	106,800	10,300	10.7%	3.4%
Transportation and Warehousing	98,500	300	0.3%	2.9%
Finance, Insurance, Real Estate and Leasing	90,000	4,800	5.6%	1.9%
Other Services	82,800	(900)	-1.10%	3.2%
Information, Culture and Recreation	71,700	(2,000)	-2.7%	3.5%
Public Administration	70,400	(2,000)	-2.8%	2.2%
Business, Building and Other Support Services	65,800	3,300	5.3%	7.6%
Agriculture	65,800	100	0.2%	1.6%
Wholesale Trade	62,200	(5,300)	-7.9%	2.7%
Utilities	13,900	(100)	-0.7%	2.9%
Forestry and Logging	4,800	100	2.1%	10.9%

Data Source: Statistics Canada,
Labour Force Survey

More Albertans Found Jobs in Business, Finance and Administration

Occupations in Alberta with the largest increases in employment were: Business, Finance and Administrative Occupations, 13,100; Sales and Service Occupations, 9,500 and Natural and Applied Sciences and Related Occupations, 8,100.

A possible explanation for the increase in the Business, Finance and Administrative occupational group was the number of new call centres opening in Alberta. A possible explanation for the decrease in the Unique to Processing, Manufacturing and Utilities occupational group was the closing of several manufacturing plants in Alberta.

The number of occupations with an unemployment rate indicating a skill shortage increased slightly in 2004. In 2004, 24 of 53 occupational groups had an unemployment rate less than 3.0%, which is an indicator of a skill shortage (see page 8).

This total increased from the 2003 figure (23 occupations) and the 2002 figure (22 occupations). There were three occupations that moved to the "Less Than 3%" unemployment rate category in 2004: Secretaries; Wholesale, Insurance, Real Estate Sales Occupations and Other Elemental Services and Sales Occupations.

Alberta Occupation Labour Force Statistics, 2004

Occupation	2004 Employment	Change in Employment	Percent Change in Employment	Unemployment Rate
Sales and Service	422,300	9,500	2.3%	4.3%
Trades, Transportation, Equipment Operators and Related	313,400	6,200	2.0%	5.5%
Business, Finance and Administrative Management	310,700	13,100	4.4%	2.7%
Natural and Applied Sciences and Related	145,300	4,200	3.0%	1.3%
Social Sciences, Education, Government and Religion	127,000	8,100	6.8%	3.4%
Unique to Primary Industry	120,700	(3,900)	-3.1%	2.5%
Health	117,500	6,600	6.0%	3.7%
Unique to Processing, Manufacturing and Utilities	91,300	4,900	5.7%	0.9%
Art, Culture, Recreation and Sport	69,300	(4,500)	-6.1%	4.9%
	40,400	(4,300)	-9.6%	3.4%

Data Source: Statistics Canada, Labour Force Survey

See page 8 for information on occupational skill shortages. Also visit the 2003 Alberta Wage and Salary Survey website listed on the back cover of this publication.

Occupations

Alberta Annual Average Unemployment Rates by Occupational Group, 2004

Management Occupations	2004 Unemployment Rate	
	Less than 3%	3% and Over
Senior Management Occupations (Occs.)	✓	
Specialist Managers	✓	
Managers in Retail Trade, Food and Accommodation	✓	
Other Managers, N.E.C.*	✓	
Business, Finance and Administrative Occupations		
Professional Occs. in Business and Finance	✓	
Finance and Insurance Administrative Occs.	✓	
Secretaries	✓	
Administrative and Regulatory Occs.	✓	
Clerical Supervisors	✓	
Clerical Occs.		✓
Natural and Applied Sciences and Related Occupations		
Professional Occs. in Natural and Applied Sciences		✓
Technical Occs. in Natural and Applied Sciences		✓
Health Occupations		
Professional Occs. in Health	✓	
Nurse Supervisors and Registered Nurses	✓	
Technical and Related Occs. in Health	✓	
Assisting Occs. in Support of Health Services	✓	
Occupations in Social Science, Education, Government and Religion		
Professional Occs. - Social Service, Religion and Government	✓	
Teachers and Professors	✓	
Technical Occs. Social Service, Education and Religion	✓	
Occupations in Art, Culture, Recreation and Sport		
Professional Occs. in Art and Culture		✓
Technical Occs. in Art, Culture, Recreation and Sport		✓
Sales and Service Occupations		
Sales and Service Supervisors	✓	
Wholesale, Insurance, Real Estate Sales Occs.	✓	
Retail Salespersons and Sales Clerks		✓
Cashiers		✓
Chefs and Cooks		✓

Total Groups with an Unemployment Rate of 3% and Over 29
 Total Groups with an Unemployment Rate of Under 3% 24

Sales and Service Occupations (continued)	2004 Unemployment Rate	
	Less than 3%	3% and Over
Occs. in Food and Beverage Service		✓
Occs. in Protective Services		✓
Occs. in Travel, Accommodation and Recreation		✓
Childcare and Home Support Workers		✓
Sales and Service Occs., N.E.C.*		✓
<i>Barbers and Hairstylists</i>	✓	
<i>Cleaners and Janitors</i>		✓
<i>Butchers and Bakers</i>		✓
<i>Food Counter and Kitchen Helpers</i>		✓
<i>Service Station Attendants and Grocery Clerks</i>		✓
<i>Other Elemental Services and Sales Occupations</i>	✓	
Trades, Transport, Equipment Operators and Related Occupations		
Contractors, Supervisors in Trades and Transportation	✓	
Construction Trades		✓
Stationary Engineers, Power Station Operators and Related Occs.		✓
Machinists, Metal Forming, Shaping and Erecting		✓
Mechanics	✓	
Other Trades, N.E.C.*		✓
Heavy Equipment and Crane Operators		✓
Transportation Equipment Operators and Related Occs.		✓
Trades Helpers and other Labourers		✓
Occupations Unique to Primary Industry		
Occs. Unique to Other Primary Industry	✓	
Occs. Unique to Agriculture		✓
Primary Production Labourers		✓
Occupations Unique to Processing, Manufacturing and Utilities		
Supervisors in Manufacturing	✓	
Machine Operators in Manufacturing		✓
Assemblers in Manufacturing		✓
Labourers in Processing and Manufacturing		✓

Data Source: Calculated using Statistics Canada, Labour Force Survey Microdata

Note: Caution on sample size

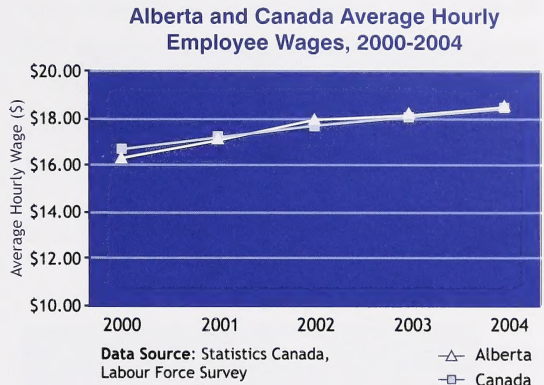
* N.E.C. = not elsewhere classified

Significant Increase in Alberta Wages

Alberta experienced a 2.3% increase in the average hourly wage in the province. It moved from \$18.14 in 2003 to \$18.55 in 2004. The 2.3% increase was more than double the 0.9% increase in 2003. The public sector average hourly wage was \$22.94 and the private sector's was \$17.46.

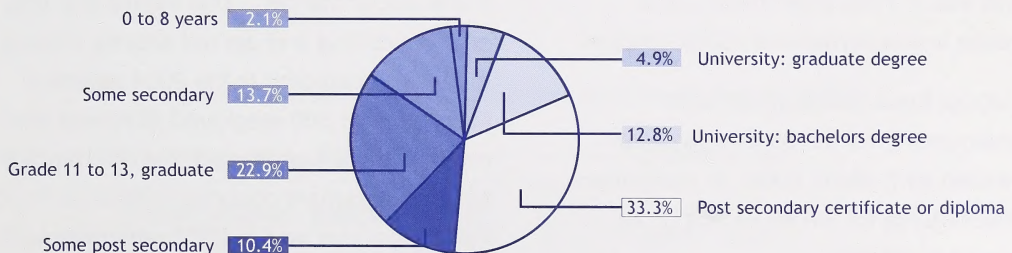
Canada's average hourly wage saw an increase of 2.5% in 2004, rising from \$18.05 to \$18.50. This was the second year in a row Canada's average hourly wage rose at a higher percentage than Alberta's.

Alberta's average hourly wage rate has grown slightly faster over the last five years than Canada's (1999 - 2004). The Alberta rate has risen from \$15.76 to \$18.55, while during the same period, Canada's average hourly wage went from \$16.13 to \$18.50.



In 2004, 61.4% of Albertans in the labour force had either a university degree, a post secondary certificate or diploma, almost the same as the 2003 rate of 61.5%. For Canada, the 2004 percentage was 64.3%, which was up from 63.9% the year prior.

Alberta Labour Force Educational Attainment, 2004

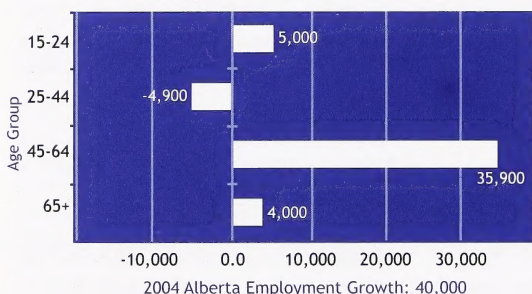


Data Source: Statistics Canada, Labour Force Survey

Older Workers in Alberta Made Biggest Job Gains

Albertans in the 45-64 age group experienced the greatest job growth. As a percentage, this age bracket represented 89.7% of Alberta's overall job growth. The older worker category (ages 45+) had a net increase in employment of 39,900.

Alberta Change in Employment
by Age Group, 2004



Data Source: Statistics Canada,
Labour Force Survey

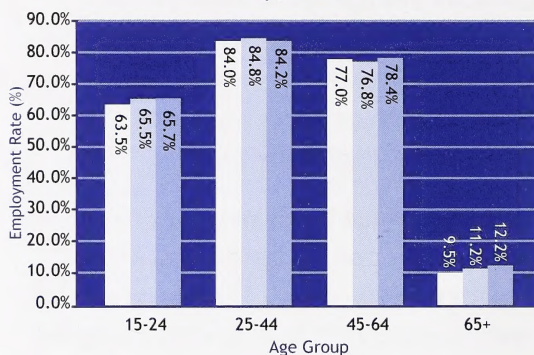
Negative job growth was experienced by the 25-44 age group, which had a decrease in employment of 4,900 people. The last time this age group experienced negative job growth was in 1992 when there was a decrease in employment of 10,100 people.

The labour force (employment and unemployment) for the 25-44 age group decreased by 7,400 in 2004. In comparison, the labour force for the 45-64 age group increased by 33,500.

Employment rates also echoed this trend for 2004. The 45-64 age group had an increase

in their employment rate of 1.6 percentage points while the 25-44 age group lost 0.6 percentage points. The 65+ age group had an employment rate increase of 1.0 percentage points and the 15-24 age group had an increase in their rate of 0.2 percentage points.

Alberta Employment Rates by Age
Group, 2002-2004



Data Source: Statistics Canada,
Labour Force Survey

□ 2002
■ 2003
■ 2004

Alberta has seen a consistent number of people retiring and declaring themselves "not in the labour market". This means that they are not working and are not actively looking for work. According to the 2004 statistics there were 11,500 employed Albertans who retired. In the past 5 years, the next highest year for retirement occurred in 2001 at 11,100. The lowest year was in 2003 with retirement of 10,000 people.

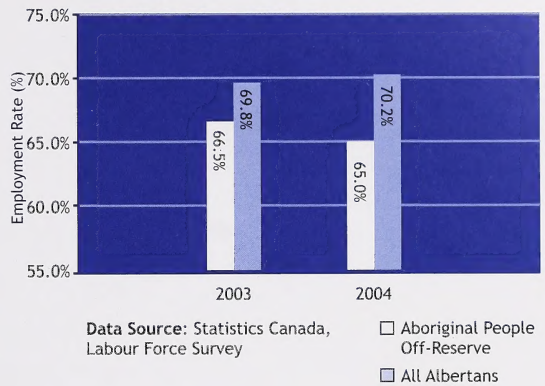
Regional Employment Breakdown

There are now two complete years of statistics for the Aboriginal population living off-reserve in Alberta. Employment for the off-reserve Aboriginal population increased by 5,200 jobs, moving to 62,100 in 2004 from 56,900 in 2003. The unemployment rate stood at 9.2%, 0.6 percentage points lower than in 2003 (+9.8%).

Employment rates were slightly down in 2004 for Aboriginal People living off-reserve. It decreased from 66.5% to 65.0%. This was partially due to the increase in those "not in the labour force", which stood at 27,100 in 2004 compared with 22,400 in 2003. The working age population (15+) for the Aboriginal population also increased to 95,500 from 85,500.

In 2004, there were 19,900 Aboriginal People employed in the Edmonton economic region and 14,800 in the Calgary economic region. There were 27,400 Aboriginal People living off-reserve employed in the rest of the province.

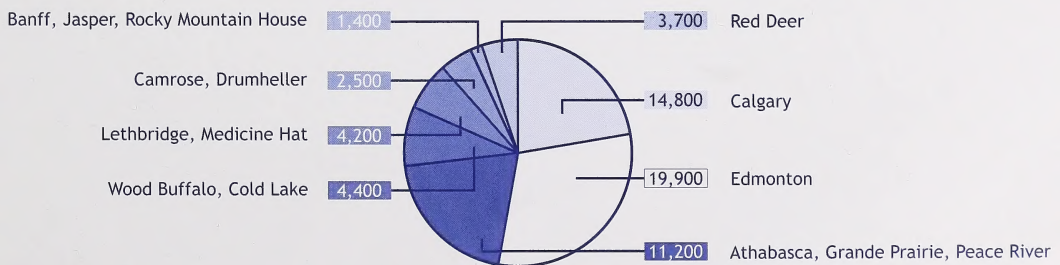
Alberta Employment Rates, 2003-2004



Of the other six economic regions, the off-reserve Aboriginal population had the highest level of employment in the Athabasca - Grande Prairie region at 11,200.

The industries that employed the greatest number of Aboriginal People living off-reserve in 2004 were: Retail and Wholesale Trade, 8,900; Construction, 8,300 and Accommodation and Food Services, 6,000.

Alberta Aboriginal People Employment by Economic Region, 2004



Data Source: Statistics Canada, Labour Force Survey

For the monthly Aboriginal Labour Force Statistics packages, please visit: www.gov.ab.ca/hrel/stats



Alberta Human Resources and Employment
(AHRE) is your source for career, workplace
and labour market information.



Please Note: In February 2005, Statistics Canada revised their Labour Force Survey historical figures back to 1976. Previously published Labour Force Survey statistics may differ slightly from the revised figures listed in this publication.

For information on occupational skill shortages, please
visit the 2003 Alberta Wage and Salary Survey website
www.alis.gov.ab.ca/wageinfo

For more information about:

Alberta Labour Force Statistics packages;
Labour Force Survey Background and Definitions;
Labour Productivity in Alberta;
Regional Alberta Labour Market Review

Click

www.gov.ab.ca/hre/lfstats.htm

Additional information may also be found in the Labour Market
Information section of AHRE's website (www.gov.ab.ca/hre/lmi)
and in the Alberta Occupational Profiles at
www.alis.gov.ab.ca/occinfo

Call

1-800-661-3753 (or 422-4266 in Edmonton)

or Come In

to an AHRE office near you.

